



SHERYL L. SPILLER
Director

County of Los Angeles
DEPARTMENT OF PUBLIC SOCIAL SERVICES

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BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

November 20, 2012

10 November 20, 2012

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Sachi A. Hamai
SACHI A. HAMAI
EXECUTIVE OFFICER

Dear Supervisors:

**REQUEST TO AUTHORIZE THE LOS ANGELES COUNTY DEPARTMENT
OF PUBLIC SOCIAL SERVICES TO RE-EMPLOY A RETIRED COUNTY EMPLOYEE TO A FULL-
TIME PERMANENT POSITION ON AN INDEFINITE BASIS AS THE ASSISTANT DIRECTOR OF
PUBLIC SOCIAL SERVICES
(ALL DISTRICTS – 3 VOTES)**

SUBJECT

The Los Angeles County Department of Public Social Services (DPSS) is requesting that the Board approve a Los Angeles County Employees Retirement Association (LACERA) member's return to work, thereby suspending the member's retirement benefits, and returning that member to active full-time employment.

IT IS RECOMMENDED THAT THE BOARD:

Authorize DPSS to re-employ retired LACERA member, Elizabeth Garcia, to full-time permanent status in compliance with the Los Angeles County Employees Retirement Law of 1937. Subject to your Board's approval and the subsequent approval of LACERA's Board of Retirement, the member's re-employment date will be retroactive to October 29, 2012, the date Ms. Garcia actually returned to work.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Retired former Los Angeles County employee, Ms. Garcia, employee number 031435, retired from active County service on February 17, 2011. Consistent with the Board's Policy, adopted July 6, 1993, which allows the re-employment of retired County employees on an indefinite basis, the Department is requesting your Board's approval for the re-employment of Elizabeth Garcia into active County service as an Assistant Director of Public Social Services; item #8013, MAPP Tier 1

Salary; Range R15 at the base rate of \$12,225 per month/\$147,000 annually.

Upon her return to County employment, Ms. Garcia's retirement allowance will be cancelled until termination of her re-employment.

Ms. Garcia's extensive administrative experience, coupled with her diverse executive level background, makes her uniquely qualified for this key leadership position. She is a seasoned manager in both the public and private sector whose commitment to public social services in this County will provide the outstanding managerial skills and strengths necessary to lead a large and complex County department.

Implementation of Strategic Plan Goals

This requested action supports the County's Strategic Plan, Goal 1, Operational Effectiveness, maximizing public services through proactive, sound and enhanced management recruitment and development processes.

FISCAL IMPACT/FINANCING

Funding for this position exists within the Department's Salary and Employee Benefits budget.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

LACERA is governed by the County's Employees Retirement Law of 1937. This action is in compliance with the Government Code Sections 31680.4 and 31680.5, pertaining to retired members returning to active membership.

Prior to 1991, retired County employees were prohibited from returning to County employment, except temporarily and under limited circumstances. Government Code Section 31680.4 now permits retirees to return to work on a permanent basis. The Board's adoption of the policy on July 6, 1993, made that Government Code Section operative.

Ms. Garcia's recent medical evaluation states that she was found suitable for employment and is able to fully perform the job duties as an Assistant Director for the County.

The Board letter has been reviewed and approved as to form by County Counsel.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

This action will have no negative impact on current services.

CONCLUSION

Because of her extensive administrative experience, Ms. Garcia will be an invaluable asset to the Department and the County. Upon approval by the Board, please return one adopted copy of this letter to the Department for further processing.

The Honorable Board of Supervisors

11/20/2012

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Respectfully submitted,

A handwritten signature in cursive script, reading "Sheryl L. Spiller".

SHERYL L. SPILLER

Director

SLS:MC:jl

c: Chief Executive Officer
County Counsel
Executive Officer, Board of Supervisors
Deputy Chief Executive Officer